

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consideration of Others Program, Commander's Policy #11

1. REFERENCES:

- a. Memorandum, HQ TRADOC, ATBO-BPE, 6 Jan 98, subject: SAB.
- b. Message, HQ DA, DAPE-HR-L, 061700Z Oct 97, subject: SAB
- c. Memorandum, HQ USAIC, ATZB-EO, undated, subject: Fort Benning's C02 Program Policy
- d. Memorandum, HQ RTB, ATSH-RB, 13 Sep 96, subject: Command Philosophy

2. PURPOSE: To outline procedures for educating, training, and complying with the Ranger Training Brigade Consider of Others (C02) Program.

3. DEFINITION: Consideration of Others is defined as "...those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness for the impact of one's own behavior on them; being supportive of and fair with others."

4. APPLICABILITY: This program constitutes command guidance and applies to all soldiers and civilians assigned to the Ranger Training Brigade.

5. DISCUSSION:

a. The Consideration for Others Program is a TRADOC program, USAIC program, and Ranger Training Brigade program which places a renewed emphasis on the right of each soldier to be treated fairly and with dignity. The intent of this program is to assist us in creating an organizational environment where leaders and soldiers learn and practice respect and compassion for others. As part of this new Brigade program we will work with company leaders to assist soldiers in defining how being considerate helps to foster an organizational environment which is both more rewarding and more productive. Although there are numerous Army programs, such as Equal Opportunity and Prevention of Sexual Harassment, which are a required part of our Consideration for Others Program, our challenge (leaders and soldier) will be to find other expressions and forums to teach and implement our program in a meaningful way. Although the RTB CO2 Program should focus on compassion, it must be well grounded in unit productivity.

6. PROCEDURES:

a. These are the RTB CO2 program goals:

- (1) Develop a Brigade culture in which people treat one another with dignity and respect.
- (2) Eliminate all forms of harassment and discrimination.

- (3) Maximize organizational productivity and quality.
- (4) Develop an organizational feeling of unity and cohesion.
- (5) Demonstrate connectivity between:
 - (a) Behavior and its personal, organizational, and cultural consequences.
 - (b) C02 and other Brigade Programs (e.g. BOSS).
- b. These are the measures for implementing the RTB C02 Program:
 - (1) Integrating C02 into the existing organizational-culture.
 - (2) Provide an educational forum in which soldiers can learn, teach, and apply (02.
 - (3) Provide measurable (02 Program features for evaluating compliance.
 - (4) Publishing C02 training on the long range training calendar.
 - (5) Training leaders to facilitate small group discussions.
 - (6) Complying with all IJSAIC requirements.
 - (7) Instilling training in every unit transaction.
- c. There are the CO2 Program requirements:
 - (1) Conduct 2 hours of CO2 training each quarter in a small group forum (15-25)
 - 2) Commanders will brief their annual program during the quarterly training briefings.

7. Point of contact is the Ranger Training Brigade Equal Opportunity Advisor. 544-6114



FRANK G. HIELMICK
Colonel, Infantry
Commanding

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